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## Bargaining Information Series

PAID VACATIONS AND PAID HOLIDAYS IN  
ONTARIO COLLECTIVE AGREEMENTS

July 1976

Number 15



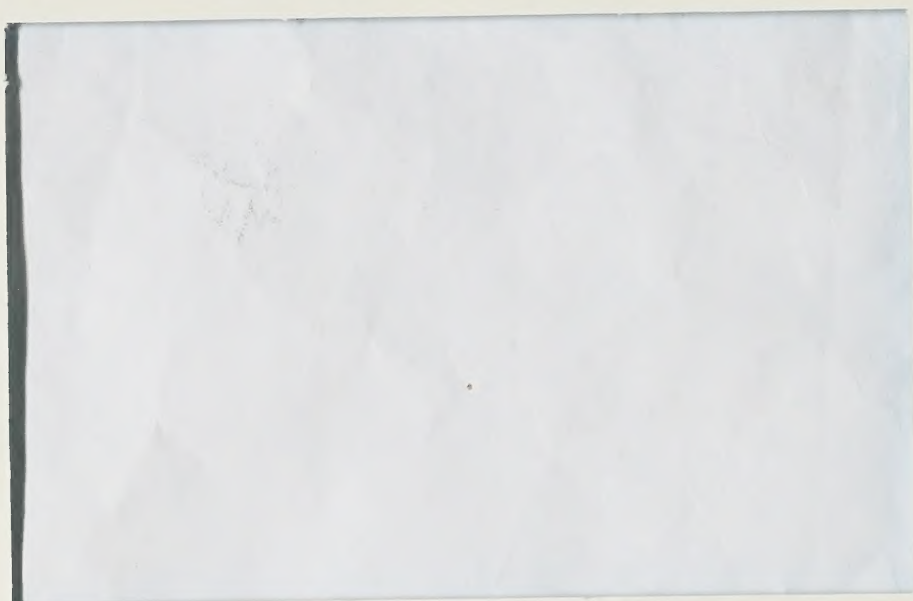
Ontario

Ministry of  
Labour

Research  
Branch

Toronto  
Ontario





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by  
Research Branch  
Ontario Ministry of Labour  
August 1976

Hon. Bette Stephenson, M.D.  
Minister

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Deputy Minister






## FOREWORD

This paper is designed to give quick access to current information on major elements of paid vacation and holiday provisions in Ontario collective agreements. This is the fourth report in the Bargaining Information Series to cover these subjects.

Detailed tables on the main provisions, broken down by industry, have been prepared to provide information that will be useful in bargaining situations. For quick reference, the tables are preceded by a summary of their contents.

The information presented was drawn from an analysis of all Ontario collective agreements covering bargaining units of 200 or more employees working in industries other than construction. As of July 1976, when the analysis was prepared, there were 891 such agreements, covering 761,337 employees, on file with the Collective Agreements Library of the Ministry of Labour.

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## PAID VACATIONS

### Maximum Amount of Paid Vacation

Of the 891 agreements analyzed, 877 (98 per cent), covering 99 per cent of the employees, had provisions for paid vacations. The agreements with no provisions were in the shipping and entertainment industries where the employees generally receive pay in lieu of vacation.

Five weeks was the most common maximum amount of paid vacation and was provided in 47 per cent of the 877 agreements for 56 per cent of the employees they cover. (See Table 1).

Industries where the employees generally received fewer than 5 weeks maximum vacation were leather, textile, clothing, furniture and fixtures, transportation equipment, health and welfare, communications and personal services. Employees who received more than 5 weeks vacation were in the rubber, paper, forestry and transportation industries.

Four agreements provided for an increase during the term of the agreements from 4 to 5 weeks maximum amount of vacation, and two provided an increase from 5 to 6 weeks maximum.

In the previous report on paid vacations in January 1976, 885 agreements were analyzed of which 871 (98 per cent) had provisions for paid vacations. Over the past six months there has been a slight increase in the number of agreements providing a maximum of 5 or more weeks vacation, and a corresponding decrease in the number of agreements providing fewer than 5 weeks as a maximum.

### Vacation Schedule

Since the Employment Standards Act requires 2 weeks vacation after 12 months service, this report covers vacation schedules that provide more than 2 weeks vacation. Tables 2 to 5 give details of the length of service requirements for vacations of 3 to 6 weeks. There were 10 agreements that provided 7 weeks vacation; 4 after 25 years of service, 4 after 30 years and 2 after 35 years.

The following tabulation shows the percentages of the agreements analyzed with provisions for 3 to 6 weeks of paid vacation as of January 1976 and July 1976.



<u>Amount of Vacation</u>	<u>Per cent of Total Agreements Studied</u>		<u>Per Cent of Total Employees Covered</u>	
	<u>Jan. 1976</u>	<u>July 1976</u>	<u>Jan. 1976</u>	<u>July 1976</u>
3 weeks .....	97	97	92	92
4 weeks .....	90	91	89	90
5 weeks .....	62	63	74	74
6 weeks .....	16	17	17	19

The most common service requirements for 3 to 6 weeks vacation are shown in the following tabulation.

<u>Amount of Vacation and Service Requirement</u>	<u>Per Cent of Agree- ments with Provisions</u>		<u>Per Cent of Employ- ees Covered by Provisions</u>	
	<u>Jan. 1976</u>	<u>July 1976</u>	<u>Jan. 1976</u>	<u>July 1976</u>
3 weeks after 5 years...	39	41	35	36
4 weeks after 15 years...	43	42	51	50
5 weeks after 25 years...	37	35	38	37
6 weeks after 30 years...	42	41	53	49

#### Changes in Paid Vacations since January 1976

Three Weeks Vacation: There was a slight increase in the proportion of agreements providing 3 weeks vacation after 5 or fewer years' of service, and a slight decrease in the proportion providing 3 weeks vacation after 6 or more years' of service. The proportion of manufacturing agreements providing 3 weeks after 5 years' service increased (45 per cent in January 1976 and 49 per cent in July 1976).

Four Weeks Vacation: There was a slight increase in the proportion of agreements providing 4 weeks vacation after 15 or fewer years of service and a slight decrease in the proportion providing 4 weeks vacation after 16 or more years of service. In health and welfare, there was an increase in the agreements providing 4 weeks after less than 5 years (16 per cent in January 1976, 22 per cent in July 1976).

Five Weeks Vacation: There was an increase in the number of employees eligible for 5 weeks vacation after 15 years of service. This was mainly due to the reduction of service from 20 to 15 years in three agreements in the primary metals industry covering 7,882 employees.

Six Weeks Vacation: There was an increase in the number of employees eligible for 6 weeks vacation after 21-24 years because the same three primary metal agreements reduced the service requirement from 30 to 22 years.

Changes in Paid Vacations During Term of Agreement

A number of agreements provided for changes in their vacation allowances during the term of the contract. One form of change introduced a new provision; for example, a provision for six weeks vacation where previously the maximum amount of vacation was five weeks. Other changes reduced the service requirement to be eligible for specific vacation allowances. These changes are described below.

Three Weeks Vacation: Seven agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 3 weeks' vacation, as shown in the following tabulation.

<u>Years of Service Reduced</u>			<u>Number of Agreements</u>
<u>From</u>	<u>To</u>		
5	3	.....	3
6	5	.....	3
8	7	.....	1

Four Weeks Vacation: Twelve agreements provided for a reduction during the term of the agreements of the service requirement to be eligible for 4 weeks vacation, as shown in the following tabulation.

<u>Years of Service Reduced</u>			<u>Number of Agreements</u>
<u>From</u>	<u>To</u>		
12	10	.....	1
12	11	.....	2
14	11	.....	2
14	13	.....	2
15	11	.....	1
15	13	.....	1
16	15	.....	1
17	15	.....	2

Five Weeks Vacation: Two agreements introduced a new 5-week provision during the term of the agreement (one after 25 years' service and one after 30 years'). Seven other agreements reduced the service requirement to be eligible for 5 weeks vacation, as shown in the following tabulation.



<u>Years of Service</u> <u>Reduced</u>		<u>Number of</u> <u>Agreements</u>	
<u>From</u>	<u>To</u>		
18	17	.....	2
25	20	.....	3
25	22	.....	1
27	26	.....	1

Six Weeks Vacation: One agreements introduced a new 6-week provision during the term of the agreement (after 30 years' service). Two agreements reduced the service requirement for 6 weeks vacation from 28 to 27 years' service, and one reduced the service from 30 to 28 years.



# PAID HOLIDAYS

## Number of Paid Holidays

Of the 891 agreements analyzed, 879 (99 per cent), covering 98 per cent of the employees, provided for a given number of paid holidays per year. The agreements with no provision were mostly in the communications and entertainment industries (see Table 6).

As the following tabulation shows, 11 and 10 full days were the most common allowances, occurring in 36 and 25 per cent of the agreements with holiday provisions and covering 46 and 21 per cent of the employees, respectively. (For the sake of conciseness, some of the numbers in the tabulation below are combined in Table 6).

<u>Number of Paid Holidays Per Year</u>	<u>Agreements</u>	<u>Employees</u>
Total with provisions .....	879	749,034
7 days .....	1	234
8 days .....	9	8,443
8 and one-half days .....	4	1,793
9 days .....	69	47,154
9 and one-half days .....	1	460
9 and two-half days .....	32	11,497
10 days .....	218	154,210
10 and one-half days .....	6	1,932
10 and two-half days .....	25	19,380
10 and three-half days .....	1	295
11 days .....	316	347,709
11 and one-half days .....	8	2,621
11 and two-half days .....	17	7,227
12 days .....	73	43,090
12 and one-half days .....	3	1,030
12 and two-half days .....	1	366
13 days .....	28	24,394
13 and one-half days .....	1	206
13 and two-half days .....	1	750
14 days .....	14	9,377
15 days .....	13	47,690
16 days .....	2	895
Varies with employees covered .....	6	1,716
Changes during agreement .....	22	10,914
Other .....	8	5,651

Industries where a substantial number of contracts provided fewer than 10 holidays were clothing, leather, and primary metal. Employees entitled to more than 11 holidays were in tobacco, transportation equipment, paper industries and forestry.

Changes in Paid Holidays since January 1976

Of the 885 agreements studied in January 1976, 874 (99 per cent) provided paid holidays. The most significant change that took place over the past 6 months was an increase in the number of agreements providing 11 or more statutory holidays and a corresponding decrease in the number providing 10 or fewer.

<u>Annual Number of Paid Holidays</u>	<u>Per Cent of Agreements with Paid Holidays</u>	
	<u>January 1976</u>	<u>July 1976</u>
Fewer than 10 days .....	15	13
10 full days .....	27	25
11 full days .....	34	36
11½ or more days .....	17	18

Changes in Paid Holidays During Term of Agreement

Eight agreements provided for changes in the number of holidays granted during the term of the agreement. In 7 of these agreements, the number of paid holidays increased as shown in the following tabulation.

<u>Number of Holidays increased</u>		<u>Number of Agreements</u>
<u>From</u>	<u>To</u>	
9	10 .....	2
9½	10½ .....	1
12	13 .....	3
14	15 .....	1

The remaining 1 agreement called for paid days off between Christmas and New Year's Day, with the number of days off varying each year depending on the day of the week Christmas falls.

### Service Requirements for Holiday Pay

Fifty per cent of the agreements analyzed provided for a minimum service requirement before the employee would be eligible for holiday pay. Of the 443 agreements with this provision, 22 per cent required 30 or fewer calendar days and 18 per cent required 31 to 60 working days service, to be eligible for holiday pay.

<u>Service Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with service requirements.....	443	318,317
<u>Calendar Days</u>		
30 or fewer days .....	97	82,652
31 to 60 days .....	45	18,534
61 to 90 days .....	21	38,291
<u>Working Days</u>		
30 or fewer days .....	64	34,617
31 to 60 days .....	78	27,849
61 to 90 days .....	7	29,145
<u>Weeks</u> .....	11	3,447
<u>Months</u>		
1 month .....	13	17,100
2 months .....	13	5,816
3 months .....	42	18,220
More than 3 months .....	8	3,001
<u>Other</u> .....	44	39,645

### Work Requirements for Holiday Pay

Eighty-five per cent of the agreements analyzed required the employee to be at work on specified days to be eligible for holiday pay. Of the 754 agreements with this provision, 77 per cent, covering 73 per cent of the employees, required the employee to be at work the day before and the day after the holiday.

<u>Work Requirements</u>	<u>Number of Agreements</u>	<u>Number of Employees</u>
Total with work requirements .....	754	566,042
Day before and after holiday .....	583	412,430
Either day before or after holiday .....	16	12,023
Day before the holiday .....	6	2,404
Sometime during holiday week, payroll period or other specified period .....	56	56,343
Combinations of above .....	92	82,542
Other .....	1	300



### Pay for Work on Paid Holidays

Eight hundred and seventy-three (98 per cent) of the agreements covering 97 per cent of the employees had a provision for pay for work on a paid holiday. These percentages have not changed since January 1976.

Three formulas were most commonly used to determine the amount of pay for work performed on holidays:

- (a) holiday pay plus either pay for the time worked or paid time off (69 per cent of those with a provision);
- (b) paid day off plus pay for the time worked;
- (c) choice of holiday pay or paid day off plus pay for the time worked.

The first formula was found in all industries except forestry and provincial administration. The other two were found chiefly in health and welfare, personal services, provincial and local administration.

As in January 1976, the most prevalent forms of payment for holidays worked were: holiday pay plus time-and-one-half for the time worked (33 per cent of the 873 agreements, covering 25 per cent of the employees); and holiday pay plus double time for the time worked (32 per cent of the agreements, covering 32 per cent of the employees). (See Table 7).

TABLE 1

Maximum Amount of Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with vacation provisions		Maximum Number of Weeks of Paid Vacations							
			2 Weeks		3 Weeks		4 Weeks		4½ Weeks	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	877	751,424	11	43,480	56	25,813	235	103,168	6	6,532
Manufacturing .....	474	304,139	4	38,068	49	22,359	123	47,456	6	6,532
Food, Beverages .....	43	20,333	-	-	-	-	7	2,188	-	-
Tobacco .....	3	1,423	-	-	-	-	-	-	-	-
Rubber, Plastics .....	18	9,761	-	-	2	500	1	200	-	-
Leather .....	9	3,107	-	-	4	1,185	2	860	-	-
Textiles .....	27	11,476	1	450	3	1,134	15	5,172	-	-
Knitting Mills .....	3	795	-	-	-	-	2	495	-	-
Clothing .....	9	9,109	-	-	7	7,619	-	-	-	-
Wood .....	14	3,823	-	-	2	470	6	1,458	-	-
Furniture, Fixtures .....	13	4,550	-	-	2	1,084	8	2,597	-	-
Paper .....	41	17,621	-	-	-	-	1	242	-	-
Printing, Publishing .....	11	6,392	-	-	-	-	4	2,189	-	-
Primary Metals .....	30	32,489	-	-	4	1,425	6	1,953	-	-
Fabricated Metals .....	56	19,981	-	-	3	894	15	4,671	-	-
Machinery .....	27	16,383	-	-	1	300	8	2,928	-	-
Transportation Equip .....	58	82,668	3	37,618	16	6,060	14	8,498	6	6,532
Electrical Products .....	57	39,532	-	-	1	526	18	6,727	-	-
Non-Metallic Minerals ...	19	8,950	-	-	2	677	7	3,897	-	-
Petroleum, Oil .....	3	1,347	-	-	-	-	-	-	-	-
Chemicals .....	15	6,777	-	-	1	200	1	200	-	-
Miscellaneous Mfg. ....	18	7,622	-	-	1	285	8	3,181	-	-
Non-Manufacturing <sup>1</sup> ....	403	447,285	7	5,412	7	3,454	112	55,712	-	-
Forestry .....	12	6,177	-	-	-	-	-	-	-	-
Mining, Quarrying .....	19	25,286	-	-	-	-	5	2,195	-	-
Transportation .....	31	48,403	-	-	-	-	1	236	-	-
Storage .....	2	1,925	-	-	-	-	1	225	-	-
Communications .....	13	37,348	5	4,100	-	-	4	15,707	-	-
Electric, Gas, Water ....	14	19,635	-	-	-	-	-	-	-	-
Wholesale Trade .....	5	1,556	1	312	-	-	1	244	-	-
Retail Trade .....	17	34,832	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	1	501	-	-	-	-	1	501	-	-
Education .....	56	27,405	1	1,000	-	-	14	4,949	-	-
Health, Welfare .....	100	38,075	-	-	2	756	72	26,534	-	-
Recreational Services ...	-	-	-	-	-	-	-	-	-	-
Management Services .....	8	2,999	-	-	-	-	1	290	-	-
Personal Services .....	15	6,964	-	-	5	2,698	9	3,668	-	-
Miscellaneous Services ..	1	321	-	-	-	-	1	321	-	-
Federal Admin. ....	50	93,071	-	-	-	-	1	591	-	-
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	-	-
Local Admin. ....	53	34,027	-	-	-	-	1	251	-	-

1. Excludes construction.

TABLE 1 (Cont'd)

Maximum Amount of Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Maximum Number of Weeks of Paid Vacations									
	5 Weeks		6 Weeks		7 Weeks		Varies with Employees Covered		Changes during Agreement	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	411	423,178	139	128,041	10	11,569	3	4,331	6	5,312
Manufacturing .....	199	117,373	82	58,177	6	9,119	-	-	5	5,055
Food, Beverages .....	29	13,814	4	3,094	3	1,237	-	-	-	-
Tobacco .....	2	777	1	646	-	-	-	-	-	-
Rubber, Plastics .....	2	625	13	8,436	-	-	-	-	-	-
Leather .....	3	1,062	-	-	-	-	-	-	-	-
Textiles .....	7	3,355	1	1,365	-	-	-	-	-	-
Knitting Mills .....	1	300	-	-	-	-	-	-	-	-
Clothing .....	2	1,490	-	-	-	-	-	-	-	-
Wood .....	6	1,895	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	2	594	1	275	-	-	-	-	-	-
Paper .....	13	4,438	26	12,496	-	-	-	-	1	445
Printing, Publishing .....	7	4,203	-	-	-	-	-	-	-	-
Primary Metals .....	8	3,536	8	16,932	3	7,882	-	-	1	761
Fabricated Metals .....	28	9,790	9	3,372	-	-	-	-	1	1,254
Machinery .....	13	10,420	4	2,360	-	-	-	-	1	375
Transportation Equip .....	17	22,520	2	1,440	-	-	-	-	-	-
Electrical Products .....	32	25,773	5	4,286	-	-	-	-	1	2,220
Non-Metallic Minerals .....	8	3,911	2	465	-	-	-	-	-	-
Petroleum, Oil .....	3	1,347	-	-	-	-	-	-	-	-
Chemicals .....	9	4,831	4	1,546	-	-	-	-	-	-
Miscellaneous Mfg. ....	7	2,692	2	1,464	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	212	305,805	57	69,864	4	2,450	3	4,331	1	257
Forestry .....	-	-	12	6,177	-	-	-	-	-	-
Mining, Quarrying .....	11	7,834	1	14,500	1	500	-	-	1	257
Transportation .....	12	15,936	18	32,231	-	-	-	-	-	-
Storage .....	-	-	1	1,700	-	-	-	-	-	-
Communications .....	4	17,541	-	-	-	-	-	-	-	-
Electric, Gas, Water .....	10	17,939	4	1,696	-	-	-	-	-	-
Wholesale Trade .....	3	1,000	-	-	-	-	-	-	-	-
Retail Trade .....	12	26,323	4	7,309	1	1,200	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-
Education .....	30	13,579	10	4,077	-	-	1	3,800	-	-
Health, Welfare .....	25	10,475	-	-	-	-	1	310	-	-
Recreational Services .....	-	-	-	-	-	-	-	-	-	-
Management Services .....	6	2,497	1	212	-	-	-	-	-	-
Personal Services .....	1	598	-	-	-	-	-	-	-	-
Miscellaneous Services ...	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	48	92,259	-	-	-	-	1	221	-	-
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	-	-
Local Admin. ....	44	31,064	6	1,962	2	750	-	-	-	-

1. Excludes construction



TABLE 2

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with 3 weeks vacation provision		Length of Service							
			Less than 5 Years		5 Years		6 to 9 Years		10 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	865	704,144	231	304,814	351	250,923	181	69,164	38	34,201
Manufacturing .....	470	266,071	37	35,667	231	149,899	159	59,553	29	13,005
Food, Beverages .....	43	20,333	3	1,237	23	12,315	16	6,581	1	200
Tobacco .....	3	1,423	-	-	2	777	1	646	-	-
Rubber, Plastics .....	18	9,761	-	-	16	9,346	2	415	-	-
Leather .....	9	3,107	-	-	1	350	4	1,267	3	1,240
Textiles .....	26	11,026	1	360	9	4,897	7	1,865	9	3,904
Knitting Mills .....	3	795	-	-	-	-	2	575	-	-
Clothing .....	9	9,109	3	6,178	-	-	1	450	2	1,490
Wood .....	14	3,823	4	1,020	5	1,571	5	1,232	-	-
Furniture, Fixtures .....	13	4,550	-	-	2	454	8	3,223	3	873
Paper .....	41	17,621	-	-	28	13,483	13	4,138	-	-
Printing, Publishing .....	11	6,392	8	4,621	1	216	-	-	1	410
Primary Metals .....	30	32,489	3	1,706	20	26,576	4	2,436	3	1,771
Fabricated Metals .....	56	19,981	1	620	25	9,249	29	8,858	-	-
Machinery .....	27	16,383	-	-	11	9,580	11	3,424	-	-
Transportation Equip .....	55	45,050	5	14,798	23	15,048	20	11,931	5	2,565
Electrical Products .....	57	39,532	-	-	36	32,667	19	6,313	2	552
Non-Metallic Minerals ...	19	8,950	2	813	10	5,494	7	2,643	-	-
Petroleum, Oil .....	3	1,347	3	1,347	-	-	-	-	-	-
Chemicals .....	15	6,777	3	2,727	9	3,373	3	677	-	-
Miscellaneous Mfg. ....	18	7,622	1	240	10	4,503	7	2,879	-	-
Non-Manufacturing <sup>1</sup> ....	395	438,073	194	269,147	120	101,024	22	9,611	9	21,196
Forestry .....	12	6,177	-	-	2	1,787	-	-	-	-
Mining, Quarrying .....	19	25,286	-	-	10	4,168	1	420	6	19,665
Transportation .....	31	48,403	16	26,669	13	20,584	2	1,150	-	-
Storage .....	2	1,925	-	-	2	1,925	-	-	-	-
Communications .....	8	33,248	5	16,207	1	4,741	1	300	-	-
Electric, Gas, Water ....	14	19,635	6	16,587	7	2,628	1	420	-	-
Wholesale Trade .....	4	1,244	-	-	2	700	2	544	-	-
Retail Trade .....	17	34,832	2	3,700	15	31,132	-	-	-	-
Finance, Insurance, Real Estate .....	1	501	1	501	-	-	-	-	-	-
Education .....	54	22,605	46	20,484	7	1,841	-	-	-	-
Health, Welfare .....	100	38,075	45	16,496	24	9,283	3	1,264	-	-
Recreational Services ...	-	-	-	-	-	-	-	-	-	-
Management Services .....	8	2,999	6	2,497	2	502	-	-	-	-
Personal Services .....	15	6,964	-	-	2	898	10	4,535	3	1,531
Miscellaneous Services ..	1	321	-	-	1	321	-	-	-	-
Federal Admin. ....	50	93,071	46	90,458	1	591	-	-	-	-
Provincial Admin. ....	6	68,760	6	68,760	-	-	-	-	-	-
Local Admin. ....	53	34,027	15	6,788	31	19,923	2	978	-	-

1. Excludes construction.

TABLE 2 (Cont'd)

Length of Service for Three Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Length of Service									
	11 to 14 Years		15 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	3	1,553	7	14,099	34	20,721	7	3,442	13	5,227
Manufacturing .....	1	520	6	2,099	3	2,799	4	2,529	-	-
Food, Beverages .....	-	-	-	-	-	-	-	-	-	-
Tobacco .....	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-
Leather .....	-	-	1	250	-	-	-	-	-	-
Textiles .....	-	-	-	-	-	-	-	-	-	-
Knitting Mills .....	-	-	1	220	-	-	-	-	-	-
Clothing .....	1	520	2	471	-	-	-	-	-	-
Wood .....	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	-	-	-	-	-	-	-	-	-	-
Paper .....	-	-	-	-	-	-	-	-	-	-
Printing, Publishing .....	-	-	-	-	1	1,145	-	-	-	-
Primary Metals .....	-	-	-	-	-	-	-	-	-	-
Fabricated Metals .....	-	-	-	-	1	1,254	-	-	-	-
Machinery .....	-	-	1	800	1	400	3	2,179	-	-
Transportation Equip .....	-	-	1	358	-	-	1	350	-	-
Electrical Products .....	-	-	-	-	-	-	-	-	-	-
Non-Metallic Minerals ...	-	-	-	-	-	-	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-
Chemicals .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg .....	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	2	1,033	1	12,000	31	17,922	3	913	13	5,227
Forestry .....	-	-	-	-	-	-	-	-	10	4,390
Mining, Quarrying .....	2	1,033	-	-	-	-	-	-	-	-
Transportation .....	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-
Communications .....	-	-	1	12,000	-	-	-	-	-	-
Electric, Gas, Water .....	-	-	-	-	-	-	-	-	-	-
Wholesale Trade .....	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-
Education .....	-	-	-	-	1	280	-	-	-	-
Health, Welfare .....	-	-	-	-	25	10,195	-	-	3	837
Recreational Services ...	-	-	-	-	-	-	-	-	-	-
Management Services .....	-	-	-	-	-	-	-	-	-	-
Personal Services .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-
Federal Admin. .....	-	-	-	-	3	2,022	-	-	-	-
Provincial Admin. ....	-	-	-	-	-	-	-	-	-	-
Local Admin. ....	-	-	-	-	2	5,425	3	913	-	-

1. Excludes construction.

Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with 4 weeks vacation provision		Length of Service											
			Less than 5 Years		5 Years		6 to 9 Years		10 Years		11 to 14 Years		15 Years	
			Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	810	682,234	25	11,260	2	567	9	4,365	77	73,486	184	142,851	341	342,740
Manufacturing .....	421	243,815	1	236	-	-	5	3,341	29	21,301	55	40,021	220	133,369
Food, Beverages .....	43	20,333	-	-	-	-	-	-	4	1,437	8	4,540	23	11,378
Tobacco .....	3	1,423	-	-	-	-	-	-	-	-	3	1,423	-	-
Rubber, Plastics .....	16	9,261	-	-	-	-	-	-	-	-	1	410	15	8,851
Leather .....	5	1,922	-	-	-	-	-	-	-	-	1	332	2	730
Textiles .....	23	9,892	-	-	-	-	-	-	2	1,725	1	351	9	3,313
Knitting Mills .....	3	795	-	-	-	-	-	-	-	-	-	-	1	300
Clothing .....	2	1,490	-	-	-	-	-	-	-	-	-	-	-	-
Wood .....	12	3,353	-	-	-	-	-	-	-	-	4	998	7	2,110
Furniture, Fixtures .....	11	3,466	-	-	-	-	-	-	-	-	1	244	5	1,482
Paper .....	41	17,621	-	-	-	-	-	-	-	-	3	1,279	33	14,789
Printing, Publishing .....	11	6,392	1	236	-	-	3	2,122	1	310	2	1,190	3	1,389
Primary Metals .....	26	31,064	-	-	-	-	-	-	9	11,287	5	13,245	7	2,822
Fabricated Metals .....	53	19,087	-	-	-	-	-	-	1	360	5	1,365	23	8,619
Machinery .....	26	16,083	-	-	-	-	-	-	-	-	1	581	12	9,673
Transportation Equip .....	38	38,716	-	-	-	-	1	408	1	302	-	-	24	32,852
Electrical Products .....	56	39,006	-	-	-	-	-	-	2	813	4	2,111	34	25,492
Non-Metallic Minerals ...	18	8,650	-	-	-	-	-	-	3	1,347	-	-	8	4,351
Petroleum, Oil .....	3	1,347	-	-	-	-	-	-	6	3,720	1	277	6	1,769
Chemicals .....	14	6,577	-	-	-	-	1	811	-	-	4	1,437	8	3,449
Miscellaneous Mfg .....	17	7,337	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> ....	389	438,419	24	11,024	2	567	4	1,024	48	52,185	129	102,830	121	209,371
Forestry .....	12	6,177	-	-	-	-	-	-	-	-	-	-	2	1,787
Mining, Quarrying .....	19	25,286	-	-	-	-	-	-	8	3,555	1	410	2	623
Transportation .....	31	48,403	-	-	-	-	-	-	6	10,658	24	37,452	1	293
Storage .....	2	1,925	-	-	-	-	-	-	-	-	1	1,700	1	225
Communications .....	8	33,248	-	-	-	-	-	-	-	-	1	4,741	5	16,207
Electric, Gas, Water .....	14	19,635	-	-	-	-	-	-	-	-	10	3,928	3	15,287
Wholesale Trade .....	4	1,244	-	-	-	-	-	-	2	700	-	-	1	244
Retail Trade .....	17	34,832	-	-	-	-	1	350	13	30,000	2	1,982	1	2,500
Finance, Insurance, Real Estate .....	1	501	-	-	-	-	-	-	-	-	-	-	1	501
Education .....	55	26,405	1	3,800	1	200	1	224	13	5,282	30	11,244	7	4,914
Health, Welfare .....	98	7,319	22	6,869	1	367	-	-	3	1,004	21	8,715	28	10,242
Recreational Services ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Management Services .....	8	2,999	-	-	-	-	-	-	-	-	-	-	8	2,999
Personal Services .....	10	4,266	-	-	-	-	-	-	-	-	2	712	4	2,243
Miscellaneous Services ...	1	321	-	-	-	-	-	-	-	-	1	321	-	-
Federal Admin .....	50	93,071	1	355	-	-	-	-	1	495	2	6,700	39	75,298
Provincial Admin .....	6	68,760	-	-	-	-	-	-	-	-	-	-	6	68,760
Local Admin .....	53	34,027	-	-	-	-	2	450	2	491	34	24,925	12	7,248



Length of Service for Four Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

- 14 -

Industry	Length of Service											
	16 to 19 Years		20 Years		Over 20 Years		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	85	37,277	30	30,599	8	15,361	23	11,993	12	5,318	14	6,417
Manufacturing .....	71	25,503	24	10,912	5	2,328	1	1,254	9	4,405	1	1,145
Food, Beverages .....	7	2,489	1	489	-	-	-	-	-	-	-	-
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-	-	-
Leather .....	1	200	-	-	1	660	-	-	-	-	-	-
Textiles .....	2	528	5	2,192	3	1,262	-	-	1	521	-	-
Knitting Mills .....	1	275	1	220	-	-	-	-	-	-	-	-
Clothing .....	-	-	2	1,490	-	-	-	-	-	-	-	-
Wood .....	1	245	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	2	875	3	865	-	-	-	-	-	-	-	-
Paper .....	3	883	-	-	-	-	-	-	2	670	-	-
Printing, Publishing .....	-	-	-	-	-	-	-	-	-	-	-	-
Primary Metals .....	2	1,783	2	1,521	1	406	-	-	-	-	1	1,145
Fabricated Metals .....	21	6,778	1	376	-	-	1	1,254	1	335	-	-
Machinery .....	8	2,650	2	1,000	-	-	-	-	3	2,179	-	-
Transportation Equip .....	6	2,597	5	2,207	-	-	-	-	1	350	-	-
Electrical Products .....	9	2,724	2	552	-	-	-	-	-	-	-	-
Non-Metallic Minerals .....	3	1,025	-	-	-	-	-	-	1	350	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg .....	5	2,451	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	14	11,774	6	19,687	3	13,033	22	10,739	3	913	13	5,272
Forestry .....	-	-	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying .....	1	257	5	19,408	2	1,033	-	-	-	-	10	4,390
Transportation .....	-	-	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	1	300	-	-	1	12,000	-	-	-	-	-	-
Electric, Gas, Water .....	1	420	-	-	-	-	-	-	-	-	-	-
Wholesale Trade .....	1	300	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	-	-	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	-	-	-	-	-	-	2	741	-	-	-	-
Health, Welfare .....	3	1,264	-	-	-	-	17	7,976	-	-	3	882
Recreational Services .....	-	-	-	-	-	-	-	-	-	-	-	-
Management Services .....	-	-	-	-	-	-	-	-	-	-	-	-
Personal Services .....	3	1,032	1	279	-	-	-	-	-	-	-	-
Miscellaneous Services .....	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin .....	4	8,201	-	-	-	-	3	2,022	-	-	-	-
Provincial Admin .....	-	-	-	-	-	-	-	-	-	-	-	-
Local Admin .....	-	-	-	-	-	-	-	-	5	913	-	-

1. Excludes construction.

TABLE 4

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with 5 weeks vacation provision		Length of Service							
			15 Years		16 to 19 Years		20 Years		21 to 24 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	563	565,953	11	11,892	12	6,466	119	110,075	125	105,218
Manufacturing .....	288	187,356	7	9,527	5	2,859	67	56,759	47	34,176
Food, Beverages .....	35	17,895	3	1,237	-	-	6	3,968	11	7,052
Tobacco .....	3	1,423	-	-	3	1,423	-	-	-	-
Rubber, Plastics .....	15	9,061	-	-	-	-	13	8,436	1	410
Leather .....	3	1,062	-	-	-	-	-	-	1	380
Textiles .....	8	4,720	-	-	-	-	3	2,076	-	-
Knitting Mills .....	1	300	-	-	-	-	1	300	-	-
Clothing .....	2	1,490	-	-	-	-	-	-	-	-
Wood .....	6	1,895	-	-	-	-	-	-	1	350
Furniture, Fixtures .....	3	869	-	-	-	-	-	-	2	519
Paper .....	40	17,379	-	-	-	-	2	498	6	2,230
Printing, Publishing .....	7	4,203	-	-	-	-	3	2,122	1	310
Primary Metals .....	18	27,328	3	7,882	1	625	3	2,049	4	12,571
Fabricated Metals .....	37	14,081	-	-	-	-	5	2,815	8	2,112
Machinery .....	18	13,155	-	-	-	-	5	7,581	3	1,150
Transportation Equip .....	19	23,960	1	408	-	-	9	18,869	-	-
Electrical Products .....	38	32,279	-	-	-	-	3	1,290	6	5,941
Non-Metallic Minerals .....	10	4,376	-	-	-	-	3	1,017	2	830
Petroleum, Oil .....	3	1,347	-	-	-	-	3	1,347	-	-
Chemicals .....	13	6,377	-	-	1	811	7	3,997	1	321
Miscellaneous Mfg. ....	9	4,156	-	-	-	-	1	394	-	-
Non-Manufacturing <sup>1</sup> .....	275	378,597	4	2,365	7	3,607	52	53,316	78	71,042
Forestry .....	12	6,177	-	-	-	-	-	-	-	-
Mining, Quarrying .....	14	23,091	3	1,165	-	-	3	1,408	1	257
Transportation .....	30	48,167	-	-	-	-	11	14,541	17	32,361
Storage .....	1	1,700	-	-	1	1,700	-	-	-	-
Communications .....	4	17,541	-	-	-	-	-	-	1	4,741
Electric, Gas, Water .....	14	19,635	-	-	-	-	1	473	4	1,210
Wholesale Trade .....	3	1,000	-	-	-	-	2	600	-	-
Retail Trade .....	17	34,832	1	1,200	1	350	12	28,800	2	1,982
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-
Education .....	40	17,656	-	-	1	224	10	3,160	22	8,660
Health, Welfare .....	25	10,475	-	-	2	883	3	891	4	1,212
Recreational Services .....	-	-	-	-	-	-	-	-	-	-
Management Services .....	7	2,709	-	-	-	-	-	-	1	212
Personal Services .....	1	598	-	-	-	-	-	-	-	-
Miscellaneous Services ...	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	49	92,480	-	-	-	-	-	-	-	-
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	-	-
Local Admin. ....	52	33,776	-	-	2	450	10	3,443	26	20,407

1. Excludes construction.

TABLE 4 (Cont'd)

Length of Service for Five Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Length of Service											
	25 Years		26 to 29 Years		30 Years		Over 30 Years		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	198	211,634	42	82,805	33	25,223	2	1,490	9	5,162	12	5,988
Manufacturing .....	137	71,134	11	5,343	6	1,562	2	1,490	5	3,252	1	1,254
Food, Beverages .....	13	5,134	-	-	1	267	-	-	1	237	-	-
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	1	215	-	-	-	-	-	-	-	-	-	-
Leather .....	1	332	-	-	1	350	-	-	-	-	-	-
Textiles .....	4	2,359	1	285	-	-	-	-	-	-	-	-
Knitting Mills .....	-	-	-	-	-	-	-	-	-	-	-	-
Clothing .....	-	-	-	-	-	-	2	1,490	-	-	-	-
Wood .....	5	1,545	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	1	350	-	-	-	-	-	-	-	-	-	-
Paper .....	30	14,126	1	300	1	225	-	-	-	-	-	-
Printing, Publishing .....	3	1,771	-	-	-	-	-	-	-	-	-	-
Primary Metals .....	6	3,440	-	-	-	-	-	-	1	761	-	-
Fabricated Metals .....	19	6,571	3	1,109	1	220	-	-	-	-	1	1,254
Machinery .....	6	1,910	-	-	1	260	-	-	3	2,254	-	-
Transportation Equip .....	8	4,339	1	344	-	-	-	-	-	-	-	-
Electrical Products .....	25	22,033	4	3,015	-	-	-	-	-	-	-	-
Non-Metallic Minerals .....	5	2,529	-	-	-	-	-	-	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	4	1,248	-	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg. ....	6	3,232	1	290	1	240	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	61	140,500	31	77,462	27	23,661	-	-	4	1,910	11	4,734
Forestry .....	2	1,787	-	-	-	-	-	-	-	-	10	4,390
Mining, Quarrying .....	3	15,151	-	-	4	5,110	-	-	-	-	-	-
Transportation .....	2	1,265	-	-	-	-	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	2	12,500	-	-	1	300	-	-	-	-	-	-
Electric, Gas, Water .....	8	17,532	-	-	1	420	-	-	-	-	-	-
Wholesale Trade .....	1	400	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	-	-	1	2,500	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	7	5,612	-	-	-	-	-	-	-	-	-	-
Health, Welfare .....	16	7,489	-	-	-	-	-	-	-	-	-	-
Recreational Services ....	-	-	-	-	-	-	-	-	-	-	-	-
Management Services .....	1	325	-	-	5	2,172	-	-	-	-	-	-
Personal Services .....	1	598	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ...	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin. ....	2	862	30	74,962	16	15,659	-	-	1	997	-	-
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	-	-	-	-
Local Admin. ....	10	8,219	-	-	-	-	-	-	3	913	1	344

1. Excludes construction.



TABLE 5

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with 6 weeks vacation provision		Length of Service							
			20 Years		21 to 24 Years		25 Years		26 to 29 Years	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	152	142,652	4	2,437	7	9,182	6	3,205	44	41,500
Manufacturing .....	91	70,338	3	1,237	3	7,882	4	2,769	24	11,861
Food, Beverages .....	7	4,331	3	1,237	-	-	1	651	-	-
Tobacco .....	1	646	-	-	-	-	-	-	-	-
Rubber, Plastics .....	13	8,436	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-
Textiles .....	1	1,365	-	-	-	-	-	-	-	-
Knitting Mills .....	-	-	-	-	-	-	-	-	-	-
Clothing .....	-	-	-	-	-	-	-	-	-	-
Wood .....	-	-	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	1	275	-	-	-	-	-	-	-	-
Paper .....	27	12,941	-	-	-	-	-	-	23	11,611
Printing, Publishing .....	-	-	-	-	-	-	-	-	-	-
Primary Metals .....	11	24,814	-	-	3	7,882	2	1,783	-	-
Fabricated Metals .....	9	3,372	-	-	-	-	1	335	-	-
Machinery .....	4	2,360	-	-	-	-	-	-	1	250
Transportation Equip .....	2	1,440	-	-	-	-	-	-	-	-
Electrical Products .....	6	6,506	-	-	-	-	-	-	-	-
Non-Metallic Minerals .....	3	842	-	-	-	-	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-
Chemicals .....	4	1,546	-	-	-	-	-	-	-	-
Miscellaneous Mfg .....	2	1,464	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	61	72,314	1	1,200	4	1,300	2	436	20	29,639
Forestry .....	12	6,177	-	-	-	-	-	-	2	1,787
Mining, Quarrying .....	2	15,000	-	-	1	500	-	-	-	-
Transportation .....	18	32,231	-	-	-	-	-	-	15	25,223
Storage .....	1	1,700	-	-	-	-	-	-	1	1,700
Communications .....	-	-	-	-	-	-	-	-	-	-
Electric, Gas, Water .....	4	1,696	-	-	-	-	-	-	1	330
Wholesale Trade .....	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	5	8,509	1	1,200	1	350	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-
Education .....	10	4,077	-	-	-	-	1	224	-	-
Health, Welfare .....	-	-	-	-	-	-	-	-	-	-
Recreational Services .....	-	-	-	-	-	-	-	-	-	-
Management Services .....	1	212	-	-	-	-	1	212	-	-
Personal Services .....	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services .....	-	-	-	-	-	-	-	-	-	-
Federal Admin .....	-	-	-	-	-	-	-	-	-	-
Provincial Admin .....	-	-	-	-	-	-	-	-	-	-
Local Admin .....	8	2,712	-	-	2	450	-	-	1	599

1. Excludes construction.

TABLE 5 (Cont'd)

Length of Service for Six Weeks Paid Vacation in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Length of Service							
	30 Years		Over 30 Years		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	62	69,629	15	7,765	4	4,544	10	4,390
Manufacturing .....	45	37,440	8	4,605	4	4,544	-	-
Food, Beverages .....	3	2,443	-	-	-	-	-	-
Tobacco .....	1	646	-	-	-	-	-	-
Rubber, Plastics .....	12	8,221	1	215	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-
Textiles .....	-	-	1	1,365	-	-	-	-
Knitting Mills .....	-	-	-	-	-	-	-	-
Clothing .....	-	-	-	-	-	-	-	-
Wood .....	-	-	-	-	-	-	-	-
Furniture, Fixtures .....	1	275	-	-	-	-	-	-
Paper .....	2	532	1	353	1	445	-	-
Printing, Publishing .....	-	-	-	-	-	-	-	-
Primary Metals .....	6	15,149	-	-	-	-	-	-
Fabricated Metals .....	8	3,037	-	-	-	-	-	-
Machinery .....	1	231	-	-	2	1,879	-	-
Transportation Equip .....	2	1,440	-	-	-	-	-	-
Electrical Products .....	5	4,286	-	-	1	2,220	-	-
Non-Metallic Minerals .....	2	465	1	377	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-
Chemicals .....	1	321	3	1,225	-	-	-	-
Miscellaneous Mfg .....	1	394	1	1,070	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	17	32,189	7	3,160	-	-	10	4,390
Forestry .....	-	-	-	-	-	-	10	4,390
Mining, Quarrying .....	1	14,500	-	-	-	-	-	-
Transportation .....	3	7,008	-	-	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-
Communications .....	-	-	-	-	-	-	-	-
Electric, Gas, Water .....	3	1,366	-	-	-	-	-	-
Wholesale Trade .....	-	-	-	-	-	-	-	-
Retail Trade .....	3	6,959	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-
Education .....	2	693	7	3,160	-	-	-	-
Health, Welfare .....	-	-	-	-	-	-	-	-
Recreational Services .....	-	-	-	-	-	-	-	-
Management Services .....	-	-	-	-	-	-	-	-
Personal Services .....	-	-	-	-	-	-	-	-
Miscellaneous Services .....	-	-	-	-	-	-	-	-
Federal Admin .....	-	-	-	-	-	-	-	-
Provincial Admin .....	-	-	-	-	-	-	-	-
Local Admin .....	5	1,663	-	-	-	-	-	-

1. Excludes construction.

TABLE 6

Annual Number of Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with provisions for paid holidays		Number of Holidays							
			Less than 9 full days		8 and 2 halves 9 and 9½		9 and 2 halves 10 and 10½		10 and 2 halves 11 and 11½	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	879	749,034	10	8,677	74	49,407	256	168,192	357	372,368
Manufacturing .....	474	304,139	6	7,007	55	40,890	130	53,428	159	76,082
Food, Beverages .....	43	20,333	-	-	5	1,493	23	12,380	9	2,670
Tobacco .....	3	1,423	-	-	-	-	-	-	-	-
Rubber, Plastics .....	18	9,761	-	-	-	-	4	1,185	12	7,966
Leather .....	9	3,107	1	380	4	1,185	3	882	-	-
Textiles .....	27	11,476	-	-	5	1,282	10	3,024	9	5,429
Knitting Mills .....	3	795	1	220	1	275	-	-	1	300
Clothing .....	9	9,109	4	6,407	5	2,702	-	-	-	-
Wood .....	14	3,823	-	-	1	222	3	691	9	2,560
Furniture, Fixtures .....	13	4,550	-	-	2	564	6	2,522	5	1,464
Paper .....	41	17,621	-	-	2	691	3	929	20	7,788
Printing, Publishing .....	11	6,392	-	-	5	3,195	6	3,197	-	-
Primary Metals .....	30	32,489	-	-	11	23,901	4	995	7	4,139
Fabricated Metals .....	56	19,981	-	-	6	1,931	18	6,653	16	5,096
Machinery .....	27	16,383	-	-	-	-	7	2,272	8	2,540
Transportation Equip .....	58	82,668	-	-	4	1,741	8	4,068	8	2,889
Electrical Products .....	57	39,532	-	-	1	460	13	4,305	34	26,029
Non-Metallic Minerals ...	19	8,950	-	-	2	1,048	7	2,574	4	1,405
Petroleum, Oil .....	3	1,347	-	-	-	-	3	1,347	-	-
Chemicals .....	15	6,777	-	-	-	-	7	3,913	6	1,946
Miscellaneous Mfg .....	18	7,622	-	-	1	200	5	2,491	11	3,861
Non-Manufacturing <sup>1</sup> ....	405	444,895	4	1,670	19	8,517	126	114,764	198	296,286
Forestry .....	12	6,177	-	-	-	-	-	-	1	637
Mining, Quarrying .....	19	25,286	-	-	5	2,064	9	7,327	3	15,435
Transportation .....	36	50,873	1	1,002	3	1,910	22	28,162	9	18,999
Storage .....	2	1,925	-	-	1	225	-	-	-	-
Communications .....	8	33,248	-	-	-	-	6	27,880	1	4,741
Electric, Gas, Water ....	14	19,635	-	-	1	420	3	1,506	8	17,164
Wholesale Trade .....	5	1,556	-	-	1	244	2	700	1	300
Retail Trade .....	17	34,832	-	-	-	-	13	20,839	4	13,993
Finance, Insurance, Real Estate .....	1	501	-	-	-	-	-	-	1	501
Education .....	55	26,405	-	-	2	788	3	730	35	19,189
Health, Welfare .....	100	38,075	-	-	-	-	53	21,418	44	15,796
Recreational Services ...	3	704	2	459	1	245	-	-	-	-
Management Services .....	8	2,999	-	-	1	290	3	967	3	1,402
Personal Services .....	15	6,964	-	-	4	2,331	10	4,323	1	310
Miscellaneous Services ..	2	530	1	209	-	-	1	321	-	-
Federal Admin. ....	49	92,398	-	-	-	-	1	591	48	91,807
Provincial Admin. ....	6	68,760	-	-	-	-	-	-	6	68,760
Local Admin. ....	53	34,027	-	-	-	-	-	-	33	27,252

1. Excludes construction.



TABLE 6 (Cont'd)

Annual Number of Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Number of Holidays											
	11 and 2 halves 12 and 12½		12 and 2 halves 13 and 13½		13 and 2 halves 14 or more full days		Varies with Employees Covered		Changes during Agreement		Other	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	96	53,203	31	26,666	33	60,102	6	1,716	8	3,052	8	5,651
Manufacturing .....	57	35,529	25	25,062	30	58,650	2	685	7	2,795	3	4,011
Food, Beverages .....	4	2,410	-	-	1	750	-	-	1	630	-	-
Tobacco .....	-	-	-	-	3	1,423	-	-	-	-	-	-
Rubber, Plastics .....	1	200	1	410	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-	1	660
Textiles .....	-	-	2	1,220	-	-	-	-	1	521	-	-
Knitting Mills .....	-	-	-	-	-	-	-	-	-	-	-	-
Clothing .....	-	-	-	-	-	-	-	-	-	-	-	-
Wood .....	-	-	-	-	-	-	-	-	1	350	-	-
Furniture, Fixtures .....	-	-	-	-	-	-	-	-	-	-	-	-
Paper .....	12	6,278	2	950	1	540	1	445	-	-	-	-
Printing, Publishing .....	-	-	-	-	-	-	-	-	-	-	-	-
Primary Metals .....	3	1,535	2	681	2	953	-	-	1	285	-	-
Fabricated Metals .....	6	2,159	6	2,892	1	350	-	-	2	565	1	335
Machinery .....	6	3,041	2	2,105	3	5,981	-	-	1	444	-	-
Transportation Equip .....	12	9,973	8	16,094	18	47,903	-	-	-	-	-	-
Electrical Products .....	7	5,446	1	276	-	-	-	-	-	-	1	3,016
Non-Metallic Minerals ...	4	2,933	-	-	1	750	1	240	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	1	484	1	434	-	-	-	-	-	-	-	-
Miscellaneous Mfg .....	1	1,070	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> ....	39	17,674	6	1,604	3	1,452	4	1,031	1	257	5	1,640
Forestry .....	11	5,540	-	-	-	-	-	-	-	-	-	-
Mining, Quarrying .....	1	203	-	-	-	-	-	-	1	257	-	-
Transportation .....	-	-	-	-	1	800	-	-	-	-	-	-
Storage .....	1	1,700	-	-	-	-	-	-	-	-	-	-
Communications .....	1	627	-	-	-	-	-	-	-	-	-	-
Electric, Gas, Water ....	2	545	-	-	-	-	-	-	-	-	-	-
Wholesale Trade .....	-	-	-	-	1	312	-	-	-	-	-	-
Retail Trade .....	-	-	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	6	3,317	4	1,126	-	-	4	1,031	-	-	1	224
Health, Welfare .....	3	861	-	-	-	-	-	-	-	-	-	-
Recreational Services ...	-	-	-	-	-	-	-	-	-	-	-	-
Management Services .....	-	-	-	-	1	340	-	-	-	-	-	-
Personal Services .....	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous Services ..	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin .....	-	-	-	-	-	-	-	-	-	-	-	-
Provincial Admin .....	-	-	-	-	-	-	-	-	-	-	-	-
Local Admin .....	14	4,881	2	478	-	-	-	-	-	-	4	1,416

1. Excludes construction.

TABLE 7

Pay for Work on Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Total with Provisions for Pay for Work on Paid Holidays		Holiday Pay, Plus						Paid Day Off, Plus					
			Straight-Time		Time and One-half		Double Time		Paid Time Off or Pay		Straight-Time		Time and One-half	
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	873	740,958	14	4,319	287	181,860	278	236,369	22	13,648	10	8,254	19	8,987
Manufacturing .....	473	301,243	8	2,310	170	77,270	210	161,642	4	1,725	1	220	2	1,520
Food, Beverages .....	43	20,333	-	-	20	7,387	13	7,835	2	765	-	-	-	-
Tobacco .....	3	1,423	-	-	-	-	3	1,423	-	-	-	-	-	-
Rubber, Plastics .....	18	9,761	-	-	-	-	18	9,761	-	-	-	-	-	-
Leather .....	9	3,107	3	905	4	1,490	2	712	-	-	-	-	-	-
Textiles .....	27	11,476	-	-	13	4,320	9	3,226	-	-	-	-	-	-
Knitting Mills .....	3	795	-	-	1	300	1	275	-	-	1	220	-	-
Clothing .....	8	6,213	-	-	8	6,213	-	-	-	-	-	-	-	-
Wood .....	14	3,823	-	-	8	2,265	5	1,282	-	-	-	-	-	-
Furniture, Fixtures .....	13	4,550	1	200	6	2,186	6	2,164	-	-	-	-	1	450
Paper .....	41	17,621	-	-	8	2,445	8	3,052	-	-	-	-	-	-
Printing, Publishing .....	11	6,392	-	-	-	-	5	3,663	1	310	-	-	-	-
Primary Metals .....	30	32,489	-	-	16	8,228	7	3,096	-	-	-	-	-	-
Fabricated Metals .....	56	19,981	1	335	21	7,262	24	8,010	-	-	-	-	-	-
Machinery .....	27	16,583	-	-	9	2,758	18	13,625	-	-	-	-	-	-
Transportation Equip .....	58	82,668	1	232	15	5,773	38	75,228	-	-	-	-	-	-
Electrical Products .....	57	39,532	-	-	22	19,058	31	18,502	-	-	-	-	-	-
Non-Metallic Minerals .....	19	8,950	-	-	7	2,266	9	4,273	-	-	-	-	-	-
Petroleum, Oil .....	3	1,347	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals .....	15	6,777	1	350	5	2,344	5	2,876	1	650	-	-	1	1,070
Miscellaneous Mfg .....	18	7,622	1	288	7	2,975	8	2,639	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	400	439,715	6	2,009	117	104,590	68	74,727	18	11,923	9	8,034	17	7,467
Forestry .....	12	6,177	-	-	-	-	-	-	-	-	-	-	1	637
Mining, Quarrying .....	19	25,286	-	-	17	24,630	-	-	-	-	-	-	-	-
Transportation .....	34	49,600	2	910	25	42,070	2	2,098	-	-	-	-	-	-
Storage .....	2	1,925	-	-	1	225	1	1,700	-	-	-	-	-	-
Communications .....	8	33,248	-	-	-	-	-	-	2	3,080	-	-	-	-
Electric, Gas, Water .....	14	19,635	-	-	-	-	12	18,668	-	-	-	-	1	420
Wholesale Trade .....	5	1,556	-	-	1	244	4	1,312	-	-	-	-	-	-
Retail Trade .....	17	34,832	-	-	3	3,669	14	31,163	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	1	501	-	-	1	501	-	-	-	-	-	-	-	-
Education .....	54	22,605	-	-	17	7,952	26	9,546	1	461	-	-	-	-
Health, Welfare .....	100	38,075	-	-	21	8,345	-	-	3	819	-	-	11	3,072
Recreational Services .....	3	704	-	-	2	459	-	-	-	-	-	-	-	-
Management Services .....	6	2,447	-	-	1	290	2	1,092	-	-	-	-	-	-
Personal Services .....	15	6,964	2	616	4	2,650	1	359	1	949	-	-	-	-
Miscellaneous Services .....	2	530	-	-	1	321	-	-	-	-	-	-	-	-
Federal Admin .....	50	93,071	-	-	6	3,962	2	7,091	7	5,072	-	-	-	-
Provincial Admin .....	6	68,760	-	-	-	-	-	-	-	-	1	4,018	-	-
Local Admin .....	52	33,799	2	483	17	9,272	4	1,698	4	1,542	8	4,016	4	3,338



TABLE 7 (Cont'd)

Pay for Work on Paid Holidays in Ontario Collective Agreements<sup>1</sup>  
Covering 200 or More Employees, by Industry, July 1976

Industry	Holiday Pay or Paid Day Off, Plus						Varies with Hours Worked, or Holiday		Varies with Employees Covered		Other	
	Straight Time		Time and One-half		Double Time							
	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries .....	8	3,474	44	104,433	16	7,520	114	125,583	7	6,572	54	39,939
Manufacturing .....	1	763	3	1,245	7	3,490	52	44,521	3	2,040	12	4,497
Food, Beverages .....	-	-	-	-	-	-	6	3,211	-	-	2	1,135
Tobacco .....	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, Plastics .....	-	-	-	-	-	-	-	-	-	-	-	-
Leather .....	-	-	-	-	-	-	-	-	-	-	-	-
Textiles .....	-	-	-	-	-	-	5	3,930	-	-	-	-
Knitting Mills .....	-	-	-	-	-	-	-	-	-	-	-	-
Clothing .....	-	-	-	-	-	-	-	-	-	-	-	-
Wood .....	-	-	-	-	-	-	-	-	-	-	1	276
Furniture, Fixtures .....	-	-	-	-	-	-	-	-	-	-	-	-
Paper .....	-	-	2	931	1	250	14	6,603	2	1,784	5	2,106
Printing, Publishing .....	1	763	-	-	3	1,406	1	250	-	-	-	-
Primary Metals .....	-	-	-	-	-	-	6	20,955	-	-	1	210
Fabricated Metals .....	-	-	-	-	-	-	9	4,154	-	-	1	220
Machinery .....	-	-	-	-	-	-	-	-	-	-	-	-
Transportation Equip .....	-	-	-	-	-	-	4	1,435	-	-	-	-
Electrical Products .....	-	-	1	314	-	-	2	1,402	1	256	-	-
Non-Metallic Minerals .....	-	-	-	-	2	1,634	1	777	-	-	-	-
Petroleum, Oil .....	-	-	-	-	-	-	1	797	-	-	2	550
Chemicals .....	-	-	-	-	1	200	3	1,007	-	-	-	-
Miscellaneous Mfg .....	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing <sup>1</sup> .....	7	2,711	41	103,188	9	4,030	62	81,062	4	4,532	42	35,442
Forestry .....	-	-	-	-	-	-	11	5,540	-	-	-	-
Mining, Quarrying .....	-	-	-	-	-	-	2	656	-	-	-	-
Transportation .....	-	-	-	-	-	-	5	4,522	-	-	-	-
Storage .....	-	-	-	-	-	-	-	-	-	-	-	-
Communications .....	-	-	3	24,500	-	-	3	5,668	-	-	-	-
Electric, Gas, Water .....	-	-	-	-	-	-	-	-	-	-	1	547
Wholesale Trade .....	-	-	-	-	-	-	-	-	-	-	-	-
Retail Trade .....	-	-	-	-	-	-	-	-	-	-	-	-
Finance, Insurance, Real Estate .....	-	-	-	-	-	-	-	-	-	-	-	-
Education .....	-	-	1	200	5	2,480	-	-	-	-	-	-
Health, Welfare .....	-	-	22	8,795	-	-	18	5,468	1	250	3	1,716
Recreational Services .....	-	-	-	-	-	-	1	245	-	-	25	11,576
Management Services .....	-	-	2	755	1	310	-	-	-	-	-	-
Personal Services .....	5	1,640	1	300	1	450	-	-	-	-	-	-
Miscellaneous Services .....	-	-	-	-	-	-	-	-	-	-	-	-
Federal Admin .....	1	673	5	3,101	-	-	21	58,503	-	-	1	209
Provincial Admin .....	-	-	5	64,742	-	-	-	-	-	-	8	14,669
Local Admin .....	1	398	2	795	2	790	1	460	5	4,282	4	6,725

1. Excludes construction.



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